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ABSTRACT

Recent hiring actions of New Jersey public colleges and universities were surveyed to determine the progress being made in increasing the representation of women and minorities among the institutions' employees. Information was obtained from all institutions on sex and race/ethnicity of all newly hired full-time employees. For faculty new hires, data were collected on rank, subject areas hired to teach, and academic training and degree(s) obtained. In all categories of employment, except among black nonprofessional staff, the proportions of women and minorities among 1982 new hires was higher than their representation levels among 1981-1982 full-time employees. While the 1982 proportions of women and minorities who were hired to faculty positions were higher than 1981 proportions, the proportions were still relatively low: 38.2 percent women, 7.4 percent Blacks, and 2.6 percent Hispanics. In addition, in certain fields female and minority representation was quite low. For example, in 1982 minorities made up only 9.7 percent of new business faculty, 4.4 percent of new natural science faculty, and 3.1 percent of new engineering faculty. With respect to women, the proportions were 58.4 percent of medicine/health new hires, 32.7 percent of computer science and mathematics new faculty, and 26.4 percent of new business hires. (SW)

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ORM Volume 3: Report Number 1

Affirmative Action Status Report:

1982-83 New Hires at New Jersey

Public Colleges and Universities

HE 016 379

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April 1983

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OFFICE OF THE CHANCELLOR

MEMORANDUM

March 9, 1983

TO: Members, Board of Higher Education

FROM: T. Edward Hollander, Chancellor

SUBJECT: Survey of 1982 New Hires, New Jersey Public Colleges and Universities

As you recall, during discussions of the 1982 Status Report on Affirmative Action in New Jersey Colleges and Universities at the September 1982 Board meeting, you asked the Department to study recent hiring actions of the public institutions with a view towards determining the progress being made in increasing the representation of women and minorities among the institutions' employees. I am pleased to transmit to you the analysis of the survey conducted pursuant to your request.

The survey, distributed to all public colleges and universities, collected data on the occupational category, sex, and race/ethnicity for all persons hired by the institutions between July 1 and September 30, 1982. In addition, for faculty, data were collected regarding the subjects new faculty members were hired to teach, and their academic disciplines and degrees held.

Overall, the survey results show that institutional hiring activity during 1982 made substantial progress in increasing the presence of women and minority group members among college and university employees. I believe it is particularly noteworthy that recent hiring patterns show that, in general, the proportions of women and minorities hired into each of the broad occupational categories--administrative and managerial, faculty, professional, and non-professional--are higher than the proportions of each category which women and minorities comprised in 1981-82. In addition, the data show that in 1982 increased proportions of both women and minorities were recruited into administrative, faculty, and professional level positions, while their proportions in the non-professional category declined.

There remains, however, substantial room for improvement with respect to women and minorities in the faculty ranks. While, overall, the proportions of each group hired during 1982 were higher than their respective proportions during 1981-82, the proportions are still relatively low: 38.2% for women, 7.4% for blacks, and 2.6% for Hispanics among new faculty hires. With respect to minorities, some institutions made important strides during 1982, while others hired none or only a very small number of these faculty.

Furthermore, with respect to faculty, a close examination of hiring patterns by discipline reveals that in certain fields female and minority representation is quite low. In 1982 nearly 63% of all new faculty were hired to teach in the fields of medicine/health, business, natural sciences, and in the high technology disciplines of engineering, computer science, and mathematics. This pattern is generally true across all sectors, ranging from 54.2% in the state colleges to 100% at the U.M.D.N.J. Although both women and minorities have made important strides in the medical and health fields, they continue to be seriously underrepresented among newly hired faculty in the other high demand fields. For example, minorities comprised only 9.7% of new business faculty, 4.4% of new natural science faculty, and 3.1% of new engineering faculty. No minorities were hired to teach computer science and mathematics. With respect to women, the proportions were 58.4% of medicine/health new hires, 32.7% of computer science and mathematics new hires, and 26.4%, of new business faculty. Only 9.3% of the faculty hired to teach engineering/architecture were women. An earlier report by the Department (Addressing New Jersey's Manpower Needs in a Technological Economy, August 1982), and consultant studies in the fields of computer science and engineering, have identified the existence of an overall shortage of faculty in engineering, computer science, and other high technology and related fields. The data in this report further corroborate these earlier findings. There appears to be a growing mismatch between the distribution of college teaching jobs and the availability of human resources needed to fill these positions, especially when this is examined in terms of the sex and racial/ethnic characteristics of persons employed by field.

Based upon these earlier studies and the data on new hires contained in this report, I believe there is an accumulation of evidence to suggest that more needs to be done to increase the representation of women and minorities in fields in which there is likely to be a continuing high demand for college faculty. The colleges and universities must continue their efforts to recruit women and minorities. Increased emphasis must be placed upon initiatives and programs designed to encourage women and minorities both to pursue careers in the business, scientific, medical, and high technology fields, and to obtain the educational preparations necessary to assume positions as college faculty.

I am pleased to remind you that a number of promising efforts have already been initiated to address these concerns. The EOF Pre-Medical/Pre-Dental Programs at Seton Hall and Montclair and the EOF Graduate Program are operated directly through our own EOF administration. In addition, the Department, Rutgers University and the state colleges have cooperated in developing a new Minority Advancement Program in Teaching and Research designed to encourage minority faculty members teaching at a state college to pursue a doctoral degree program at Rutgers in fields in which minorities are underrepresented. Independently, New Jersey Institute of Technology has been deeply engaged in efforts at the pre-college level to enlarge the pool of minorities and women interested in and prepared to undertake collegiate programs of study in science and technology through its FEMME Program, Urban Engineering Program and Project SEED.

I will continue to monitor this situation very closely for both public and independent institutions. I believe this can be accomplished through the inclusion of a new hires survey, collecting data similar to that collected this year, as part of the biennial Equal Employment Opportunity Commission (EEO-6) survey. Furthermore, it is my intention to circulate this report throughout the higher education community.

TABLE OF CONTENTS

	Page
Summary and Conclusions	1
Total Full-Time Employees and New Hires	4
Women and Minority Faculty New Hires: Policy Issues	7
Conclusions	14

TABLES

Number	Title	Page
1	Number and Percent of Fall 1981-82 Full-Time Employees and Fall 1982-83 New Hires by Employment Category	4
2	Number and Percent of 1981-82 Full-Time Employees and 1982-83 Full-Time New Hires by Sex (Row Percent)	5
3	Number and Percent of 1981-82 Full-Time Employees and 1982-83 Full-Time New Jires by Sex (Column Percent)	5
4	Number and Percent of 1981-82 Full-Time Employees and 1982-83 Full-Time New Hires by Race/Ethnicity (Row Percent)	6
5	Number and Percent of 1981-82 Full-Time Employees and 1982-83 Full-Time New Hires by Race/Ethnicity (Column Percent)	7
6	1982-83 Full-Time Faculty New Hires by Sector, Sex, and Race/Ethnicity	8
7	1981-82 Full-Time Faculty and 1982-83 Full-Time Faculty New Hires by Minority Status and Sector	9
8	1982-83 Full-Time Faculty New Hires by Subject Matter Hired to Teach and Sector	11
9	1982-83 Full-Time Women Faculty New Hires by Subject Matter Hired to Teach and Sector (Column Percent)	12
10	1982-83 Full-Time Women Faculty New Hires by Subject Matter Hired to Teach and Sector (Row Percent)	12
11	1982-83 Full-Time Faculty New Hires by Subject Matter Hired to Teach and Race/Ethnicity (Column Percent)	13
12	1982-83 Full-Time Faculty New Hires by Subject Matter Hired to Teach and Race/Ethnicity (Row Percent)	14

APPENDIX

	Page
Employment Categories	17
Subject Matter Hired to Teach	18-21

TABLES

Number	Title	Page
1	1981-82 Full-Time Faculty Employees and 1982-83 Full-Time Faculty New Hires by Minority Status	22
2	1982 Full-Time Faculty New Hires by Subject Matter Hired to Teach and Sector	23
3	Number and Percent of Full-Time New Hires by Subject Matter Hired to Teach and Sector: Fall 1982	24
4	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: N.J.I.T.	25
5	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: U.M.D.N.J.	26
6	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Total Rutgers University	27
7	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Rutgers University - Camden	28
8	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Rutgers University - Newark	29
9	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Rutgers University - New Brunswick	30
10	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Total State Colleges	31
11	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Glassboro State College	32
12	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Jersey City State College	33

Number		Page
13	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Kean College	34
14	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Montclair State College	35
15	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Ramapo College	36
16	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Stockton State College	37
17	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Trenton State College	38
18	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: William Paterson College	39
19	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Total, Community Colleges	40
20	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Atlantic Community College	41
21	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Bergen Community College	42
22	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Brookdale Community College	43
23	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Burlington County College	44
24	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Camden County College	45
25	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Cumberland County College	46
26	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Essex County College	47

Number		Page
27	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Mercer County Community College	48
28	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Middlesex County College	49
29	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: County College of Morris	50
30	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Ocean County College	51
31	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Passaic County Community College	52
32	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Salem Community College	53
33	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Somerset County College (Row Percent)	54
34	Total Faculty New Hires by Subject Matter Hired to Teach, Sex, and Race/Ethnicity, Fall 1982: Union County College	55

Summary and Conclusions

As a result of discussion surrounding the 1982 Status Report on Affirmative Action in New Jersey's Colleges and Universities, the Board of Higher Education, at its September 1982 meeting asked the Department to conduct a study of affirmative action among newly hired staff at all public institutions. Pursuant to this request, the Department administered a survey which collected information on the sex and race/ethnicity of all newly hired full-time employees. In addition, for faculty new hires, the survey gathered information on rank, subject areas hired to teach, academic training and degree(s) obtained, data which heretofore have not been available from the biennial Equal Employment Opportunity Commission (EEO-6) reports.

The survey results indicate that the colleges and universities are making substantial overall progress in increasing employment opportunities for both minorities and women. In all categories of employment, except among black non-professional staff, the proportions of women and minorities among 1982 new hires was higher than their representation levels among 1981-82 full-time employees. However, in the faculty ranks, more remains to be done to achieve adequate representation for women and minorities. More specifically, the survey results include the following:

- Between July 1 and September 30, 1982, a total of 950 persons were hired into full-time positions in New Jersey's public colleges and universities. This number represents 3.9% of total full-time employees during the 1982-83 academic year.
- Of the newly hired personnel, 48.8% were men and 51.2% were women.
- Blacks comprised 17.6% of new hires and Hispanics 3.7%, while whites and others were 78.7% of the total.

- Nearly 48% of new hires were in faculty ranks. Among faculty new hires, women comprised 38.2%, blacks 7.4%, and Hispanics 2.6% of the total.

- The largest proportion (31.0%) of new faculty were hired at the state colleges, followed by community colleges (26.0%), Rutgers (25.5%), U.M.D.N.J. (11.4%), and N.J.I.T. (6.1%).

- Statewide, the largest single proportion (19.4%) of new faculty were hired to teach medicine and other health fields (dentistry, nursing, pharmacy, and allied health); followed by business (15.7%), computer science and mathematics (11.8%), natural sciences (8.1%), and engineering and architecture (7.4%). All other fields combined accounted for 37.4% of new faculty hires.

- Among the fields in which most faculty hiring was concentrated, minorities and women were heavily clustered in the medicine/health fields. For example, minorities constituted 11.2% and women, 58.4% of faculty new hires in medicine and health, disciplines which have traditionally provided substantial employment opportunities for women and minorities. Among the remaining fields, however, minorities were 9.7% of faculty new hires in business, 5.4% in the natural sciences, and 2.9% in engineering/architecture. No minority faculty were hired in computer science and mathematics. With respect to women, the proportions were 31.4% in computer science and mathematics, 26.4% in business, 16.2% in natural sciences and 8.8% in engineering/architecture. Moreover, 56.5% of minority and 45.6% of women new hires were in fields in which only a small proportion of total faculty hiring was concentrated.

The survey results indicate that recent patterns of faculty hiring (i.e., concentration in business and scientific and technical fields) raise several issues which must be addressed if further progress in affirmative action is to be achieved, especially among minorities. For instance, if these trends continue, and if overall faculty hiring does not increase, then there may be a considerable erosion of the gains made by minorities as proportions of total faculty in the state's public colleges and universities. With respect to women, were it not for the health related areas, gains made by them could also be affected. The institutions must continue targeted recruitment efforts designed to identify greater numbers of qualified female and minority candidates for faculty positions in general, but particularly in fields where most hiring is occurring. In addition, greater emphasis must be placed upon efforts to encourage members of these groups to pursue careers in the medical/health, business, scientific, and high technology, fields and to acquire the educational preparation needed to assume faculty positions in institutions of higher education. A number of efforts are currently underway: the Rutgers program for minority scholars, the EOF Pre-Medical/Pre-Dental Programs at Seton Hall and Montclair, the EOF Graduate Program, and the FEMME Program, the Urban Engineering Program, and Project SEED at N.J.I.T. These and other programs must be supported and expanded to increase access to these fields for women and minorities.

Total Full-Time Employees and New Hires

In academic year 1981-82, New Jersey public colleges and universities employed 24,444 persons as full-time staff. From July to September, 1982, 950 new staff were hired. As seen in Table 1, in 1981-82 the largest proportion (49.3%) of employees were classified as non-professional staff, i.e., clerical and secretarial, technical and paraprofessionals, skilled crafts, and service/maintenance workers. They were followed by faculty at 32.8%, non-faculty professionals at 12.2%, and administrators at 5.7%. In comparison, the distribution of new hires by employment category shows that 48.2% were hired as faculty, 37.2% in non-professional positions, 11.1% as professionals, and 3.5% in administrative capacities.

Table 1

Number and Percent of Fall 1981-82 Full-Time Employees and Fall 1982-83 New Hires by Employment Category

Category	1981-82 Total Employees*		1982-83 New Hires	
	Number	(%)	Number	(%)
Exec./Admin./Manag.	1,398	(5.7)	33	(3.5)
Faculty	8,012	(32.8)	458	(48.2)
Professional	2,983	(12.2)	106	(11.1)
Non-Professional	12,051	(49.3)	353	(37.2)
Total	24,444	(100.0)	950	(100.0)

*Source: Affirmative Action Status Report submitted to the Board of Higher Education, September 1982.

With respect to hiring patterns by sex, Tables 2 and 3 show that progress is being achieved with respect to employment of women. For instance, while 50.6% of all employees in 1981-82 were women, 51.2% of new hires were women.

Particularly noteworthy are the higher proportions (relative to 1981-82 employees) of women hired into all categories of employment above the non-professional level (Table 2).

Table 2

Number and Percent of 1981-82 Full-Time Employees and 1982-83 Full-Time New Hires by Sex (Row Percent)

Category	1981-82 Employees						1982-83 New Hires					
	Total		Men		Women		Total		Men		Women	
	#	%	#	%	#	%	#	%	#	%	#	%
Exec./Admin./ Manag.	1,398	(100.0)	983	(70.3)	415	(29.7)	33	(100.0)	20	(60.6)	13	(39.4)
Faculty	8,012	(100.0)	5,520	(68.9)	2,492	(31.1)	458	(100.0)	283	(61.8)	175	(38.2)
Professional	2,983	(100.0)	1,133	(38.0)	1,850	(62.0)	106	(100.0)	34	(32.1)	72	(67.9)
Non-Professional	12,051	(100.0)	4,448	(36.9)	7,603	(63.1)	353	(100.0)	127	(36.0)	226	(64.0)
Total	24,444	(100.0)	12,084	(49.4)	12,360	(50.6)	950	(100.0)	464	(48.8)	486	(51.2)

In addition, the overall employment pattern of women faculty in institutions of higher education can be expected to improve as increasing proportions of women are hired into the faculty ranks. In 1982, 36.0% of all newly hired women were hired as faculty, compared with the 20.2% of women who were faculty members during 1981-82 (Table 3).

Table 3

Number and Percent of 1981-82 Full-Time Employees and 1982-83 Full-Time New Hires by Sex (Column Percent)

Category	1981-82 Employees						1982-83 New Hires					
	Total		Men		Women		Total		Men		Women	
	#	%	#	%	#	%	#	%	#	%	#	%
Exec./Admin./ Manag.	1,398	(5.7)	983	(8.1)	415	(3.3)	33	(3.5)	20	(4.3)	13	(2.7)
Faculty	8,012	(32.8)	5,520	(45.7)	2,492	(20.2)	458	(48.2)	283	(61.0)	175	(36.0)
Professional	2,983	(12.2)	1,133	(9.4)	1,850	(15.0)	106	(11.1)	34	(7.3)	72	(14.8)
Non-Professional	12,051	(49.3)	4,448	(36.8)	7,603	(61.5)	353	(37.2)	127	(27.4)	226	(46.5)
Total	24,444	(100.0)	12,084	(100.0)	12,360	(100.0)	950	(100.0)	464	(100.0)	486	(100.0)

With respect to hiring patterns for minorities, several trends are noteworthy. Although 21.3% of all new hires were black and Hispanic, this is slightly below the minority proportion of 23.3% of all 1981-82 employees. However, minorities were a significantly larger proportion of new hires in administrative positions (33.3%) than their representation among 1981-82 administrators (15.7%). Small gains in proportional distributions among new hires (relative to 1981-82 distributions) in faculty and professional positions also can be seen in Table 4. In fact, the lower proportion which minorities make up of total new hires relative to 1981-82 is attributable to a slight decline in minority representation among newly hired non-professionals, the largest category of employment for minorities during 1981-82.

Table 4

Number and Percent of 1981-82 Full-Time Employees and 1982-83 Full-Time New Hires by Race/Ethnicity
(Row Percent)

Category	1981-82 Employees								1982-83 New Hires							
	Total		Black		Hispanic		White/Other		Total		Black		Hispanic		White/Other	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Exec./Admin./ Manag.	1,398	(100.0)	185	(13.2)	35	(2.5)	1,179	(84.3)	33	(100.0)	10	(30.3)	1	(3.0)	22	(66.7)
Faculty	8,012	(100.0)	463	(5.8)	149	(1.8)	7,400	(92.4)	458	(100.0)	34	(7.4)	12	(2.6)	412	(90.0)
Professional	2,983	(100.0)	637	(21.4)	121	(4.0)	2,225	(74.6)	106	(100.0)	24	(22.6)	5	(4.7)	77	(72.7)
Non-Professional	12,051	(100.0	3,545	(29.4)	557	(4.6)	7,949	(66.0)	353	(100.0)	99	(28.0)	17	(4.8)	237	(67.2)
Total	24,444	(100.0)	4,829	(19.8)	862	(3.5)	18,753	(76.7)	950	(100.0)	167	(17.6)	35	(3.7)	748	(78.7)

Perhaps of greater significance in terms of minority representation is a noticeable shifting of the occupational categories into which newly hired minorities were recruited in 1982. As the data in Table 5 indicate, whereas in 1981-82 only 9.6% of blacks and 17.3% of Hispanics were employed as faculty, among 1982 new hires 20.3% of all blacks and 34.3% of all Hispanics

were hired into faculty ranks. Similarly, the proportions of each group newly hired into non-professional positions is significantly lower than their distributions among 1981-82 employees.

Table 5

Number and Percent of 1981-82 Full-Time Employees and 1982-83 Full-Time New Hires by Race/Ethnicity (Column Percent)

Category	1981-82 Employees								1982-83 New Hires							
	Total		Black		Hispanic		White/Other		Total		Black		Hispanic		White/Other	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Exec./Admin./ Manag.	1,398	(5.7)	184	(3.8)	35	(4.1)	1,179	(6.3)	33	(3.5)	10	(6.0)	1	(3.9)	22	(2.9)
Faculty	8,012	(32.8)	463	(9.6)	149	(17.3)	7,400	(39.4)	438	(48.2)	34	(20.3)	12	(34.3)	412	(55.0)
Professional	2,983	(12.2)	637	(13.2)	121	(14.0)	2,225	(11.9)	106	(11.1)	24	(14.4)	5	(14.3)	79	(10.5)
Non-Professional	12,051	(49.3)	3,545	(73.4)	557	(64.6)	7,949	(42.4)	353	(37.2)	99	(59.3)	17	(48.6)	237	(31.6)
Total	24,444	(100.0)	4,829	(100.0)	862	(100.0)	18,753	(100.0)	950	(100.0)	167	(100.0)	35	(100.0)	748	(100.0)

Women and Minority Faculty New Hires: Policy Issues

Despite what may be considered overall improvements in hiring patterns for women and minorities during 1982, there continues to be cause for concern regarding lack of progress in minority hiring for faculty positions. The biennial report submitted to the Board of Higher Education in September of 1980 indicated that from 1975 to 1979, discernible progress had been made in the number of minorities and women employed in professional positions. However, during the same time period there was a systemwide decline in the representation of black and Hispanic full-time faculty. The decline in minority faculty led the Board to request that each institution's governing board review faculty hiring and retention practices in relation to the institution's announced affirmative action plan and, where appropriate, to initiate actions that would enhance employment opportunity for minority faculty.

The 1982 Affirmative Action Status Report, the last biennial report presented to the Board, indicated that there were certainly institutional differences in the efforts made in terms of the Board's September 1980 resolution. The report indicated, however, that there had been systemwide responsiveness to the Board's directive and a "concomitant halting of the erosion of a minority faculty presence at most of (the) public higher education institutions."

With respect to the 1982 data, in terms of overall hiring of minority faculty, Table 6 shows that of the 458 new faculty hired in 1982, only 7.4% were black, and 2.6% were Hispanic. The patterns vary slightly by sector, but in no case does the combined minority proportion exceed 15.4%. On the other hand, with the exception of N.J.I.T. at 10.7%, newly hired faculty in the other sectors ranged from one-third women at Rutgers to over half (52.9%) in the community colleges.

Table 6

1982-83 Full-Time Faculty New Hires
by Sector, Sex, and Race/Ethnicity

Sector	Sex						Race/Ethnicity							
	Total		Men		Women		Total		Black		Hispanic		White/Other	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Rutgers	117	(100.0)	78	(66.7)	39	(33.3)	117	(100.0)	4	(3.4)	3	(2.6)	110	(94.0)
N.J.I.T.	28	(100.0)	25	(89.3)	3	(10.7)	28	(100.0)	1	(3.6)	0	(0.0)	27	(96.4)
U.M.D.N.J.	52	(100.0)	31	(59.6)	21	(40.4)	52	(100.0)	5	(9.6)	3	(5.8)	44	(84.6)
State Colleges	142	(100.0)	93	(65.5)	49	(34.5)	142	(100.0)	15	(10.6)	5	(3.5)	122	(85.9)
Community Colleges	119	(100.0)	56	(47.1)	63	(52.9)	119	(100.0)	9	(7.6)	1	(0.8)	109	(91.6)
Total	458	(100.0)	283	(61.8)	175	(38.2)	458	(100.0)	34	(7.4)	12	(2.6)	412	(90.0)

With respect to specific institutions (see Appendix Tables 3 thru 33), the pattern of new hires for women on the whole is more favorable than that for minorities. Nevertheless, institutional differences vary considerably even within sectors. Among the state colleges, for example, William Paterson hired 15 women and 5 minorities out of its 36 new faculty. Ten (10) of Montclair's 24 new faculty hires were minority, and 8 were women. On the other hand, none of Glassboro's 10 new hires were minority (2 were women), and only one of Trenton's 20 new hires was a minority (6 were women). Among the community colleges, none of the 27 new hires at Middlesex was a minority, although 15 were women. Similarly, at the County College of Morris, 6 of the 11 new faculty were women, but none were minority. Essex County College, on the other hand, hired 2 minority faculty and 1 woman out of a total of 6, and among 12 new faculty, Mercer hired 4 minority faculty and 2 women.

The hiring pattern by sector described in Table 6 is compared with the 1981-82 minority faculty profile and presented in Table 7. First, it should be noted that, overall, the distribution of new hires for women and minority faculty appears to be slightly favorable in comparison with the 1981-82 profile. Whereas 31.1% of 1981-82 faculty were women, 38.2% of faculty hired in 1982 were women -- gains at U.M.D.N.J. and the community colleges are especially

Table 7

1981-82 Full-Time Faculty and 1982-83 Full-Time Faculty
New Hires by Minority Status and Sector

Sector	1981-82 Faculty							1982-83 Faculty New Hires						
	Total	Women		Black		Hispanic		Total	Women		Black		Hispanic	
		#	%	#	%	#	%		#	%	#	%	#	%
Rutgers	2,602	755	(29.0)	159	(6.1)	56	(2.2)	117	39	(33.3)	4	(3.4)	3	(2.6)
N.J.I.T.	267	23	(8.6)	5	(1.9)	2	(0.8)	28	3	(10.7)	1	(3.6)	0	(0.0)
U.M.D.N.J.	736	173	(23.5)	55	(7.5)	12	(1.6)	52	21	(40.4)	5	(9.6)	3	(5.8)
State Colleges	2,524	809	(32.0)	120	(4.8)	44	(1.7)	142	49	(34.5)	15	(10.6)	5	(3.5)
Community Colleges	1,884	732	(38.9)	124	(6.6)	35	(1.9)	119	63	(52.9)	9	(7.6)	1	(0.8)
Total	8,012	2,492	(31.1)	463	(5.8)	149	(1.9)	458	175	(38.2)	34	(7.4)	12	(2.6)

noteworthy. The comparable proportions for blacks are 5.8% versus 7.4%, and for Hispanics, 1.9% versus 2.6%. Sector comparisons of the 1981-82 profile with the 1982 hiring pattern of black faculty show that only Rutgers hired proportionately fewer blacks (3.4%) than were employed during 1981-82 (6.1%). In the other sectors, the hiring pattern shows slight to modest gains in the distribution of black faculty. Finally, while Rutgers, the state colleges, and U.M.D.N.J. made progress with respect to Hispanic faculty representation, both N.J.I.T. and the community colleges have a new hires distribution considerably below their respective 1981-82 profiles.

There are at least two considerations to be kept in mind when analyzing the factors which may be contributing to the slow progress being achieved in hiring women and minority faculty. First is the distribution by sector of faculty new hires. The largest number (142 or 31% of the total) of faculty were hired by the state colleges. The community colleges followed with 119 faculty (26% of the total). Rutgers hired 117 (25.5%), U.M.D.N.J., 52 (11.4% of the total), and N.J.I.T., 28 (6.1%). The impact of sector hiring patterns on affirmative action for women and minority faculty centers upon two factors: 1) the differing academic preparation required for faculty status in different sectors and; 2) the varying subject matter which faculty may be recruited to teach depending upon the type of hiring institution.

The second consideration concerns the extent to which faculty hiring is concentrated in certain disciplinary areas. Patterns of female and minority hiring possibly may reflect institutional difficulty in identifying qualified candidates for faculty positions in certain fields. Such difficulty could be the result of inadequate search procedures on the part of institutions or a lack of a sufficient pool of qualified minorities, women, and/or both.

Table 8 presents survey data showing that faculty hiring in 1982 was indeed concentrated in certain disciplinary areas. Of the 458 faculty hired, 62% were in the business, health, or scientific and technical fields. These patterns of concentration were prevalent in all sectors, ranging from 54.2% in the state colleges to 100% at U.M.D.N.J.

Table 8

1982-83 Full-Time Faculty New Hires by Subject Matter Hired to Teach and Sector

Subject Matter Hired to Teach	Total		Community Colleges		State Colleges		Rutgers		U.M.D.N.J.		N.J.I.T.	
	#	%	#	%	#	%	#	%	#	%	#	%
Medicine/ Other Health	89	(19.4)	14	(11.8)	12	(8.5)	12	(10.5)	51	(98.1)	0	(0.0)
Business	72	(15.7)	19	(16.0)	33	(23.2)	20	(17.1)	0	(0.0)	0	(0.0)
Computer Science/ Mathematics	54	(11.8)	28	(23.5)	14	(9.8)	10	(8.5)	0	(0.0)	2	(7.1)
Natural Sciences	37	(8.1)	4	(3.4)	13	(9.2)	14	(12.0)	1	(1.9)	5	(17.9)
Engineering/ Architecture	34	(7.4)	6	(5.0)	4	(2.8)	8	(6.8)	0	(0.0)	16	(57.1)
(Sub-Total)	(286)	(62.4)	(71)	(59.7)	(76)	(53.5)	(64)	(54.7)	(52)	(100.0)	(23)	(82.1)
All Others	172	(37.6)	48	(40.3)	66	(46.5)	53	(45.3)	0	(0.0)	5	(17.9)
Total	458	(100.0)	119	(100.0)	142	(100.0)	117	(100.0)	52	(100.0)	28	(100.0)

The distribution of women faculty by subject area shows that over 55% were hired in the health, business, and high technology fields (Table 9). The proportion of women hired in these fields is high for each sector, ranging from nearly 41% at the state colleges and Rutgers to 100% at U.M.D.N.J. However, it is clear that, were it not for the health-related areas, the sex distribution by subject matter would not be as favorable. This point is further illustrated by the data found in Table 10, where it is seen that 58% of all medicine/health new hires were women. Although women comprised nearly 34% of all new faculty hires in the health, business, and high technology disciplines, in no other subject area is the proportion of females as high as in medicine/health.

Table 9

1982-83 Full-Time Women Faculty New Hires by Subject Matter Hired to Teach and Sector
(Column Percent)

Subject Matter Hired to Teach	Total		Women Subtotal		Community Colleges		State Colleges		Rutgers		UMDNJ		NJIT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Medicine/ Other Health	89	(19.4)	52	(29.7)	14	(22.2)	9	(18.4)	8	(20.5)	21	(100.0)	0	(0.0)
Business	72	(15.7)	19	(10.9)	10	(15.9)	7	(14.3)	2	(5.1)	0	(0.0)	0	(0.0)
Computer Science/ Mathematics	54	(11.8)	17	(9.7)	12	(19.0)	2	(4.1)	3	(7.7)	0	(0.0)	0	(0.0)
Natural Sciences	37	(8.1)	6	(3.4)	1	(1.6)	2	(4.1)	2	(5.1)	0	(0.0)	1	(33.3)
Engineering/ Architecture	34	(7.4)	3	(1.7)	0	(0.0)	0	(0.0)	1	(2.6)	0	(0.0)	2	(66.7)
(Sub-Total)	(286)	(62.4)	(97)	(55.4)	(37)	(58.7)	(20)	(40.8)	(16)	(41.0)	(21)	(100.0)	3	(100.0)
All Others	172	(37.6)	78	(44.6)	26	(41.3)	29	(59.2)	23	(59.0)	0	(0.0)	0	(0.0)
Total	458	(100.0)	175	(100.0)	63	(100.0)	49	(100.0)	39	(100.0)	21	(100.0)	3	(100.0)

Table 10

1982-83 Full-Time Women Faculty New Hires by Subject Matter Hired to Teach and Sector
(Row Percent)

Subject Matter Hired to Teach	Total		Women Subtotal		Community Colleges		State Colleges		Rutgers		UMDNJ		NJIT	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Medicine/ Other Health	89	(100.0)	52	(58.4)	14	(15.7)	9	(10.1)	8	(9.0)	21	(23.6)	0	(0.0)
Business	72	(100.0)	19	(26.4)	10	(13.9)	7	(9.7)	2	(2.8)	0	(0.0)	0	(0.0)
Computer Science/ Mathematics	54	(100.0)	17	(31.4)	12	(22.2)	2	(3.7)	3	(5.5)	0	(0.0)	0	(0.0)
Natural Sciences	37	(100.0)	6	(16.2)	1	(2.7)	2	(5.4)	2	(5.4)	0	(0.0)	1	(2.7)
Engineering/ Architecture	34	(100.0)	3	(8.8)	0	(0.0)	0	(0.0)	1	(2.9)	0	(0.0)	2	(5.9)
(Sub-Total)	(286)	(100.0)	(97)	(33.8)	(37)	(12.9)	(20)	(7.0)	(16)	(5.6)	(21)	(7.3)	(3)	(1.0)
All Others	172	(100.0)	78	(45.6)	26	(15.2)	29	(17.0)	23	(13.4)	0	(0.0)	0	(0.0)
Total	458	(100.0)	175	(38.2)	63	(13.7)	49	(10.7)	39	(8.5)	21	(4.6)	3	(0.7)

On the other hand, the distribution of minority faculty hiring by subject matter indicates that 56.5% of them were hired in fields other than the five wherein the greatest proportion of faculty hiring was concentrated (Table 11). However, proportionately more Hispanics (66.7%) than blacks (35.3%) were hired into these top five fields. Overall, the data show that of the total of 286 faculty hired in these fields in 1982, only 7% were minorities. Moreover, only 9.7% of business faculty, 11.2% of medical/health faculty, 5.4% of natural sciences faculty, 2.9% of engineering faculty, and no computer science/mathematics faculty were minorities (Table 12). These findings strongly suggest that institutions are having difficulty recruiting minority candidates in these disciplines, since in all other fields, a total of 15% of new faculty hires were minorities.

Table 11

1982-83 Full-Time Faculty New Hires by
Subject Matter Hired to Teach and Race/Ethnicity
(Column Percent)

Subject Matter Hired to Teach	Total		Minority Subtotal		Black		Hispanic		White/Other	
	#	%	#	%	#	%	#	%	#	%
Medicine/ Other Health	89	(19.4)	10	(21.7)	6	(17.7)	4	(33.3)	79	(19.2)
Business	72	(15.7)	7	(15.2)	4	(11.8)	3	(25.0)	65	(15.8)
Computer Science/ Mathematics	54	(11.8)	0	(0.0)	0	(0.0)	0	(0.0)	54	(13.1)
Natural Sciences	37	(8.1)	2	(4.4)	1	(2.9)	1	(8.3)	35	(8.5)
Engineering/ Architecture	34	(7.4)	1	(2.2)	1	(2.9)	0	(0.0)	33	(8.0)
(Sub-Total)	(286)	(62.4)	(20)	(43.5)	(12)	(35.3)	(8)	(66.7)	(266)	(64.6)
All Other	172	(37.6)	26	(56.5)	22	(64.7)	4	(33.3)	146	(35.4)
Total	458	(100.0)	46	(100.0)	34	(100.0)	12	(100.0)	412	(100.0)

Table 12

1982-83 Full-Time Faculty New Hires by
Subject Matter Hired to Teach and Race/Ethnicity
(Row Percent)

Subject Matter Hired to Teach	Total		Minority Subtotal		Black		Hispanic		White/Other	
	#	%	#	%	#	%	#	%	#	%
Medicine/ Other Health	89	(100.0)	10	(11.2)	6	(6.7)	4	(4.5)	79	(88.8)
Business	72	(100.0)	7	(9.7)	4	(5.5)	3	(4.2)	65	(90.3)
Computer Science/ Mathematics	54	(100.0)	0	(0.0)	0	(0.0)	0	(0.0)	54	(100.0)
Natural Sciences	37	(100.0)	2	(5.4)	1	(2.7)	1	(2.7)	35	(94.6)
Engineering/ Architecture	34	(100.0)	1	(2.9)	1	(2.9)	0	(0.0)	33	(97.1)
Subtotal	(286)	(100.0)	20	(7.0)	12	(4.2)	8	(2.8)	266	(93.0)
All Other	172	(100.0)	26	(15.1)	22	(12.8)	4	(2.3)	146	(84.9)
Total	458	(100.0)	46	(10.0)	34	(7.4)	12	(2.6)	412	(90.0)

Conclusions

Survey data on 1982 new hires in New Jersey's public colleges and universities indicate that, in terms of overall employment, progress with respect to hiring women and minorities continues to be achieved. Most noticeable is a pattern of new hires which indicates that increasing proportions of both women and minorities are being recruited into professional and administrative positions in the institutions.

However, with respect to faculty there continue to be problems in terms of adequate representation of both women, who made up 31% of new faculty hires in 1982, and minorities, who comprised only 10% of the 1982 total. To a significant extent, the problems in faculty hiring appear to be related to the disciplines in which most hiring is occurring. In 1982 the fields of medicine/health, business, natural sciences, and the high technology fields of engineering, computer science, and mathematics accounted for nearly 63%

of new faculty hires. A relatively low level of female and a significantly low level of minority representation among new faculty in all of these areas except medicine/health strongly imply that institutions may be experiencing difficulty in identifying sufficient numbers of qualified minority and female candidates for faculty positions in these disciplines. This point is underscored by the data which show that in all other fields minorities comprise 15% and women, nearly 46% of all newly hired faculty. This suggests that greater emphasis needs to be placed upon opportunities for women and minorities to enter high demand fields and to obtain the educational preparation necessary to qualify for faculty appointments in the state's public colleges and universities. A number of efforts are currently underway: the Rutgers program for minority scholars, the EOF Pre-Medical/Pre-Dental Programs at Seton Hall and Montclair, the EOF Graduate Program, and the FEMME Program, the Urban Engineering Program, and Project SEED at N.J.I.T. These and other programs must be supported and expanded to increase access to these fields for women and minorities.

APPENDIX

Employment Categories

The employment categories and their definitions are as follows:
Executive, Administrative, and Managerial-includes those whose principal assignments involve major responsibility for the management of the institution or of a customarily recognized department or division.

Faculty-includes those whose principal assignments are for the purpose of conducting instruction, research, or public service as a principal activity, and who hold academic rank titles.

Professional-includes those whose principal assignments require specialized professional training and who should not be reported in either the executive or faculty category, or in any of the non-professional categories.

Non-professional-includes those whose assignments are in the clerical or secretarial area; technical or para-professional; skilled crafts; and service or maintenance.

Subject Matter Hired to Teach

The subject matter hired to teach classifications were derived by compiling the responses into 39 categories. Where possible, the categories are comparable to the HEGIS taxonomy used in enrollment and degrees by program. Listed below are the broad categories given in the appendix tables and their subject matter groupings.

Agriculture

Architecture
Architecture
Interior Design

Biology
Anatomy
Biochemistry
Biological Sciences
Microbiology, Molecularbiology
Pathology
Pharmacology
Physiology

Business
Accounting
Accounting Theory & Cost Acct., Acct. Law & Tax
Administrative Studies
Business
Business Administration
Business/Marketing
Business Technology
Corp. Finan, Portfolio Mgt., Fin. & Quant. Meth.
Finance
Finance Economics, Finance & Quant. Meth.
Hospitality Management
Hotel Restaurant & Institution Management
Industrial Studies
International Business, Management
Management Science
Marketing & Management Marketing
Public Finance International Trade, Lab. Economic, Economics
Secretarial Studies

Communications
Communications Film
Communications T.V.
Telecommunications

Computer Science
Computer Information Systems
Computer Science
Computer Technology
Data Processing/Computer Science
Electronic Data Processing
Information Processing

Dentistry/Dent. Sci.
Clinical Dentistry, Endodontics
Dental Auxiliary Education
Dental Hygiene

Education
Adult Physical Fitness
Counseling
Deaf Education
Education
Exercise, Physiology, Physical Education
Music Education

Engineering
Civil & Environmental Engineering
Electronics
Electronics, Engineering Technology
Engineering Design
Mechanical Engineering

ESL
Bilingual Education
English as a Second Language
Multicultural Ed., Bilingual Ed., E.S.L.

Fine Arts
Art History
Art & Humanities, Art
Art & Humanities, Music
Art & Humanities, Photography
Ballet, Speech & Theatre
Creative Design
Drawing/Design
English Theatre
Fine Arts
Performing Arts
Sculpture

Foreign Languages

Home Economics
Child Care
Family Studies
Nutrition, Home Ec.

Humanities
Humanities
Humanities-History
Humanities-English

Law

Letters
Developmental English
English
Forensics
Philosophy
Speech

Library Science

Mathematics
Mathematics
Math/Statistics
Math/Computer Sciences

Medicine/Med. Sci.
Clinical Anesthiesiology
Family Medicine
Family Practice
Gerontology
Medicine/Allergy & Immuniology
Medicine/Endrocrinology
Medicine/Internal Medicine
Medicine/Nephrology
Medicine/Rheumatology & Internal Medicine
Neuroscience/Neurology
OB/GYN/Family Practice
Osteopathic Medicine
Pediatrics
Psychiatry
Psychiatry/Mental Health
Surgery
Surgery/Vascular Surgery

Other Health/Medicine
Allied Health Care, Health Professions
Anesthesiology/Respiratory Therapy
Basic Sciences/Anatomy
Clinical Laboratory Science
Clinical Lab. Science, Pathology/Cytotech.
Clinical Medicine/Endocrinology
Community Health
Environmental & Community Medicine
Health Care Science
Health Science
Health Policy & Health Administration
Primary Care Assoc./Clinical Supervisor
Primary Health
Primary Health Care Service/Biostatistics
Public Health
Public Health/Medical, Social Work, Health Professions

Nursing
Nursing
Nursing Health Technology

Pharmacy

Physical Sciences
Analytical Chemistry
Chemistry
Geology
Physical Sciences
Physics

Phychology
Educational Social Psychology
Industrial Psychology
Psychology

Public Affairs
Commercial Recreation, Leisure Studies, Recreation & Leisure
Criminal Justice
Law Cources, Paralegal Studies
Legal Studies
Public Administration

Reading
Reading
Remedial/Academic Skills
Remedial Composition, Reading

Rehabilitation Services
Occupational Therapy
Physical Therapy
Respiratory Therapy

Social Sciences
Comparable Politics/International Relations, Political Science
Economics
Organizational & Social Sciences
Social Theory

Writing
General Studies, College Writing
Writing

Multi-Arts
Advertising/Design
Media & Performing Arts
Photography, Advertising Design

Multi-Social Science
Business Ethics, Afro. American Philosophy, Philosophy & Religion
Family Gerontology, Welfare Statistics, Sociology
History, Philosophy, Religion

Multi-Sciences
Chemical Engineering/Chemistry
Math., Physical Sciences & Engineering Tech.

Non-Teaching Faculty
County Agent
County Agent-Home Economics
Extension Specialist
4-H Youth Development
Research Faculty, Coordinator of Continuing Educ.

Industrial Arts
Drafting
Drafting & Design
Industrial Arts

Environmental Studies

Appendix Table 1

1981-82 FULL-TIME FACULTY EMPLOYEES AND 1982-83 FULL-TIME FACULTY NEW HIRES BY MINORITY STATUS

	1981-82 Full-Time Faculty Employees					1982-83 Faculty New Hires				
	Total	Women		Minorities		Total New	Women		Minorities	
Institutions	Faculty	#	%	#	%	Hires	#	%	#	%
Rutgers	2,602	755	29.0	215	8.3	117	39	33.3	7	6.0
N.J.I.T.	267	23	8.6	7	2.6	28	3	10.7	1	3.6
U.M.D.N.J.	735	173	23.5	67	9.1	52	21	40.4	8	15.4
Glassboro	363	100	27.6	24	6.6	10	2	20.0	0	0.0
Jersey City	296	108	36.5	23	7.8	8	3	37.5	0	0.0
Kean	359	126	35.1	24	6.7	16	5	31.2	2	12.6
Montclair	470	158	33.6	23	4.9	24	8	33.3	10	41.7
Ramapo	141	37	26.2	11	7.8	7	1	14.3	0	0.0
Stockton	156	44	28.2	13	8.3	21	9	42.9	2	9.6
Trenton	377	111	29.4	16	4.2	20	6	30.0	1	5.0
Wm. Paterson	362	125	34.5	30	8.3	36	15	41.7	5	13.9
Sector Total	2,524	809	32.1	164	6.5	142	49	34.5	20	14.1
Atlantic	85	29	34.1	3	3.5	4	4	100.0	0	0.0
Bergen	190	76	40.0	12	6.3	5	5	100.0	0	0.0
Brookdale	153	58	37.9	7	4.6	14	9	64.3	1	7.1
Burlington	86	23	26.7	3	3.5	9	5	55.6	1	11.1
Camden	98	30	30.6	5	5.1	1	1	100.0	0	0.0
Cumberland	51	15	29.4	3	5.9	1	1	100.0	0	0.0
Essex	171	60	35.1	63	36.8	6	1	16.7	2	33.3
Gloucester	64	16	25.0	0	0.0	-	-	-	-	-
Hudson	-	-	-	-	-	-	-	-	-	-
Mercer	125	35	28.0	12	9.6	12	2	16.7	4	33.3
Middlesex	242	104	43.0	16	6.6	27	15	55.6	0	0.0
Morris	196	82	41.8	7	3.6	11	6	54.5	0	0.0
Ocean	92	35	38.0	1	1.1	6	2	33.3	0	0.0
Passaic	54	34	63.0	14	25.9	5	4	80.0	0	0.0
Salem	28	14	50.0	2	7.1	1	0	0.0	1	100.0
Somerset	85	45	52.9	3	3.5	5	1	20.0	0	0.0
Union	164	76	46.3	8	4.9	12	7	58.3	1	8.3
Sector Total	1,884	732	38.9	159	8.4	119	63	52.9	10	8.4
Public Sector Total	8,012	2,492	31.1	612	7.6	458	175	38.2	46	10.0

Appendix Table 2

1982 FULL-TIME FACULTY NEW HIRES BY
SUBJECT MATTER HIRED TO TEACH AND SECTOR

Subject Matter Hired to Teach	Total #	Total (%)	Community Colleges #	Community Colleges (%)	States Colleges #	States Colleges (%)	Rutgers #	Rutgers (%)	UMDNJ #	UMDNJ (%)	NJIT #	NJIT (%)
Agriculture	2	(0.4)	0	(0.0)	0	(0.0)	2	(1.7)	0	(0.0)	0	(0.0)
Architecture	8	(1.7)	1	(0.8)	1	(0.7)	0	(0.0)	0	(0.0)	6	(21.4)
Biology	9	(2.0)	0	(0.0)	4	(2.8)	4	(3.4)	1	(1.9)	0	(0.0)
Business	72	(15.7)	19	(16.0)	33	(23.2)	20	(17.1)	0	(0.0)	0	(0.0)
Communications	9	(2.0)	1	(0.8)	4	(2.8)	4	(3.4)	0	(0.0)	0	(0.0)
Computer Science	25	(5.4)	17	(14.3)	6	(4.2)	1	(0.9)	0	(0.0)	1	(3.6)
Dentistry/Dent. Sci.	4	(0.9)	2	(1.7)	0	(0.0)	0	(0.0)	2	(3.8)	0	(0.0)
Education	8	(1.7)	2	(1.7)	4	(2.8)	2	(1.7)	0	(0.0)	0	(0.0)
Engineering	26	(5.7)	5	(3.4)	3	(2.1)	8	(6.8)	0	(0.0)	10	(35.7)
ESL	14	(3.1)	1	(0.8)	3	(2.1)	10	(8.5)	0	(0.0)	0	(0.0)
Fine Arts	16	(3.5)	4	(3.4)	9	(6.3)	3	(2.6)	0	(0.0)	0	(0.0)
Foreign Lang.	2	(0.4)	0	(0.0)	0	(0.0)	2	(1.7)	0	(0.0)	0	(0.0)
Home Economics	4	(0.9)	1	(0.8)	2	(1.5)	1	(0.9)	0	(0.0)	0	(0.0)
Humanities	3	(0.7)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)	3	(10.7)
Law	3	(0.7)	0	(0.0)	1	(0.7)	2	(1.7)	0	(0.0)	0	(0.0)
Letters	29	(6.3)	17	(14.3)	6	(4.2)	6	(5.1)	0	(0.0)	0	(0.0)
Library Sciences	1	(0.2)	1	(0.8)	0	(0.0)	0	(0.0)	0	(0.0)	0	(0.0)
Mathematics	29	(6.3)	11	(9.2)	8	(5.6)	9	(7.7)	0	(0.0)	1	(3.6)
Medicine/Med. Sci.	45	(9.8)	0	(0.0)	2	(1.5)	0	(0.0)	43	(82.7)	0	(0.0)
Other Health/Med.	14	(3.1)	0	(0.0)	6	(4.2)	2	(1.7)	6	(11.6)	0	(0.0)
Nursing	20	(4.4)	12	(10.1)	4	(2.8)	4	(3.4)	0	(0.0)	0	(0.0)
Pharmacy	6	(1.3)	0	(0.0)	0	(0.0)	6	(5.1)	0	(0.0)	0	(0.0)
Physical Sciences	19	(4.2)	3	(2.5)	8	(5.6)	8	(6.8)	0	(0.0)	0	(0.0)
Psychology	9	(2.0)	0	(0.0)	8	(5.6)	0	(0.0)	0	(0.0)	1	(3.6)
Public Affairs	9	(2.0)	2	(1.7)	5	(3.5)	2	(1.7)	0	(0.0)	0	(0.0)
Reading	8	(1.7)	7	(5.9)	1	(0.7)	0	(0.0)	0	(0.0)	0	(0.0)
Rehab. Science	6	(1.3)	3	(2.5)	3	(2.1)	0	(0.0)	0	(0.0)	0	(0.0)
Social Sciences	19	(4.1)	0	(0.0)	10	(7.0)	8	(6.8)	0	(0.0)	1	(3.6)
Writing	5	(1.1)	4	(3.4)	1	(0.7)	0	(0.0)	0	(0.0)	0	(0.0)
Multi-Arts	5	(1.1)	2	(1.7)	3	(2.1)	0	(0.0)	0	(0.0)	0	(0.0)
Multi-Social Science	6	(1.3)	1	(0.8)	2	(1.5)	3	(2.6)	0	(0.0)	0	(0.0)
Multi-Sciences	7	(3.3)	1	(0.8)	1	(0.8)	0	(0.0)	0	(0.0)	5	(17.9)
Non-Teaching Faculty	10	(2.2)	0	(0.0)	0	(0.0)	10	(8.5)	0	(0.0)	0	(0.0)
Industrial Arts	4	(0.9)	2	(1.7)	2	(1.5)	0	(0.0)	0	(0.0)	0	(0.0)
Environmental Studies	2	(0.4)	0	(0.0)	2	(1.5)	0	(0.0)	0	(0.0)	0	(0.0)
Total	458	(100.0)	119	(100.0)	142	(100.0)	117	(100.0)	52	(100.0)	28	(100.0)

Appendix Table 3

NUMBER AND PERCENT OF FULL-TIME NEW HIRES BY SUBJECT MATTER HIRED TO TEACH AND SECTOR: FALL 1982 (Row Percent)

Subject Matter Hired to Teach	Community Colleges #	Community Colleges %	State Colleges #	State Colleges %	Rutgers #	Rutgers %	UMDNJ #	UMDNJ %	NJIT #	NJIT %	Total #
Agriculture	-	0.0	-	0.0	2	100.0	-	0.0	-	0.0	2
Architecture	1	12.5	1	12.5	0	0.0	-	0.0	6	75.0	8
Biology	-	0.0	4	44.4	4	44.4	1	11.2	-	0.0	9
Business	19	26.4	33	45.8	20	27.8	-	0.0	-	0.0	72
Communications	1	11.1	4	44.4	4	44.4	-	0.0	-	0.0	9
Computer Science	17	68.0	6	24.0	1	4.0	-	0.0	1	4.0	25
Dentistry/Dent. Sci.	2	50.0	-	0.0	-	0.0	2	50.0	-	-	4
Education	2	25.0	4	50.0	2	25.0	-	0.0	-	0.0	8
Engineering	5	19.2	3	11.5	8	30.8	-	0.0	10	38.5	26
ESL	1	7.2	3	21.4	10	71.4	-	0.0	-	0.0	14
Fine Arts	4	25.0	9	56.2	3	18.8	-	0.0	-	0.0	16
Foreign Language	-	0.0	-	0.0	2	100.0	-	0.0	-	0.0	2
Home Economics	1	25.0	2	50.0	1	25.0	-	0.0	-	0.0	4
Humanities	-	0.0	-	0.0	-	0.0	-	0.0	3	100.0	3
Law	-	0.0	1	33.3	2	66.7	-	0.0	-	0.0	3
Letters	17	58.6	6	20.7	6	20.7	-	0.0	-	0.0	29
Library Science	1	100.0	-	0.0	-	0.0	-	0.0	-	0.0	1
Mathematics	11	37.9	8	27.6	9	31.0	-	0.0	1	3.4	29
Medicine/Med. Sci.	-	0.0	2	4.4	-	0.0	43	95.0	-	0.0	45
Other Hlth/Med.	-	0.0	6	42.9	2	14.2	6	42.9	-	0.0	14
Nursing	12	60.0	4	20.0	4	20.0	-	0.0	-	0.0	20
Pharmacy	-	0.0	-	0.0	6	100.0	-	0.0	-	0.0	6
Physical Science	3	15.8	8	42.1	8	42.1	-	0.0	-	0.0	19
Psychology	-	0.0	8	88.9	-	0.0	-	0.0	1	11.1	9
Public Affairs	2	22.2	5	55.6	2	22.2	-	0.0	-	0.0	9
Reading	7	87.5	1	12.5	-	0.0	-	0.0	-	0.0	8
Rehab. Science	3	50.0	3	50.0	-	0.0	-	0.0	-	0.0	6
Social Science	-	0.0	10	52.6	8	42.1	-	0.0	1	5.3	19
Writing	4	80.0	1	20.0	-	0.0	-	0.0	-	0.0	5
Multi-Arts	2	40.0	3	60.0	-	0.0	-	0.0	-	0.0	5
Multi-Social Sci.	1	16.7	2	33.3	3	50.0	-	0.0	-	0.0	6
Multi-Science	1	14.3	1	14.3	-	0.0	-	0.0	5	71.4	7
Non-Teaching Fac.	-	0.0	-	0.0	10	0.0	-	0.0	-	0.0	10
Industrial Arts	2	50.0	2	50.0	-	0.0	-	0.0	-	0.0	4
Envirn. Studies	-	0.0	2	100.0	-	0.0	-	0.0	-	0.0	2
Total	119	26.0	142	31.0	117	25.5	52	11.4	28	6.1	458

Appendix Table 4

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
N.J.I.T.
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture	4	66.7	2	33.3	-	-	-	-	6	100.0	6
Biology											
Business											
Communications											
Computer Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education											
Engineering	10	100.0	-	-	-	-	-	-	10	100.0	10
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities	3	100.0	-	-	-	-	-	-	3	100.0	3
Law											
Letters											
Library Science											
Mathematics	1	100.0	-	-	-	-	-	-	1	100.0	1
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science											
Psychology	1	100.0	-	-	-	-	-	-	1	100.0	1
Public Affairs											
Reading											
Rehabilitation Science											
Social Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences	4	80.0	1	20.0	1	20.0	-	-	4	80.0	5
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	25	89.3	3	10.7	1	3.6	-	-	27	96.4	28

Appendix Table 5

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:

U.M.D.N.J.
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology	1	100.0	-	-	-	-	-	-	1	100.0	1
Business											
Communications											
Computer Science											
Dentistry/Dent. Sci.	1	50.0	1	50.0	1	50.0	-	-	1	50.0	2
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.	26	60.5	17	39.5	4	9.3	3	7.0	36	83.7	43
Other Health/Medicine	3	50.0	3	50.0	-	-	-	-	6	100.0	6
Nursing											
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	31	59.6	21	40.4	5	9.6	3	5.8	44	84.6	52

Appendix Table 6

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Total, Rutgers University
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture	2	100.0	-	-	-	-	-	-	2	100.0	2
Architecture											
Biology	4	100.0	-	-	-	-	1	25.0	3	75.0	4
Business	18	90.0	2	10.0	-	-	2	10.0	18	90.0	20
Communications	3	75.0	1	25.0	-	-	-	-	4	100.0	4
Computer Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education	2	100.0	-	-	-	-	-	-	2	100.0	2
Engineering	7	87.5	1	12.5	1	12.5	-	-	7	87.5	8
ESL	-	-	10	100.0	-	-	-	-	10	100.0	10
Fine Arts	3	100.0	-	-	1	33.3	-	-	2	66.2	3
Foreign Languages	2	100.0	-	-	-	-	-	-	2	100.0	2
Home Economics	-	-	1	100.0	-	-	-	-	1	100.0	1
Humanities											
Law	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Letters	3	50.0	3	50.0	-	-	-	-	6	100.0	6
Library Science											
Mathematics	7	77.8	2	22.2	-	-	-	-	9	100.0	9
Medicine/Med. Sci.											
Other Health/Medicine	-	-	2	100.0	-	-	-	-	2	100.0	2
Nursing	-	-	4	100.0	-	-	-	-	4	100.0	4
Pharmacy	4	66.7	2	33.3	-	-	-	-	6	100.0	6
Physical Science	6	75.0	2	25.0	-	-	-	-	8	100.0	8
Psychology											
Public Affairs	-	-	2	100.0	-	-	-	-	2	100.0	2
Reading											
Rehabilitation Science											
Social Science	5	62.5	3	37.5	-	-	-	-	8	100.0	8
Writing											
Multi-Arts											
Multi-Social Sciences	3	100.0	-	-	-	-	-	-	3	100.0	3
Multi-Sciences											
Non-Teaching Faculty	8	80.0	2	20.0	2	20.0	-	-	8	80.0	10
Industrial Arts											
Environmental Studies											
Total	78	66.7	39	33.3	4	3.4	3	2.6	110	94.0	117

Appendix Table 7

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Rutgers University - Camden
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	1	100.0	-	-	-	-	-	-	1	100.0	1
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages	2	100.0	-	-	-	-	-	-	2	100.0	2
Home Economics											
Humanities											
Law	1	100.0	-	-	-	-	-	-	1	100.0	1
Letters	1	100.0	-	-	-	-	-	-	1	100.0	1
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	4	100.0	-	-	-	-	4	100.0	4
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	5	50.0	5	50.0	-	-	-	-	10	100.0	10

Appendix Table 8

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Rutgers University - Newark
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology	1	100.0	-	-	-	-	-	-	1	100.0	1
Business	8	88.9	1	11.1	-	-	-	-	9	100.0	9
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education	1	100.0	-	-	-	-	-	-	1	100.0	1
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics	1	100.0	-	-	-	-	-	-	1	100.0	1
Medicine/Med. Sci.											
Other Health/Medicine	-	-	1	100.0	-	-	-	-	1	100.0	1
Nursing											
Pharmacy											
Physical Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Psychology											
Public Affairs	-	-	2	100.0	-	-	-	-	2	100.0	2
Reading											
Rehabilitation Science											
Social Science	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	12	66.7	6	33.3	-	-	-	-	18	100.0	18

Appendix Table 9

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Rutgers University - New Brunswick
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture	2	100.0	-	-	-	-	-	-	2	100.0	2
Architecture											
Biology	3	100.0	-	-	-	-	1	33.3	2	66.7	3
Business	9	90.0	1	10.0	-	-	2	20.0	8	80.0	10
Communications	3	75.0	1	25.0	-	-	-	-	4	100.0	4
Computer Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education	1	100.0	-	-	-	-	-	-	1	100.0	1
Engineering	7	87.5	1	12.5	1	12.5	-	-	7	87.5	8
ESL	-	-	10	100.0	-	-	-	-	10	100.0	10
Fine Arts	3	100.0	-	-	1	33.3	-	-	2	66.7	3
Foreign Languages											
Home Economics	-	-	1	100.0	-	-	-	-	1	100.0	1
Humanities											
Law	-	-	1	100.0	-	-	-	-	1	100.0	1
Letters	2	40.0	3	60.0	-	-	-	-	5	100.0	5
Library Science											
Mathematics	6	75.0	2	25.0	-	-	-	-	8	100.0	8
Medicine/Med. Sci.											
Other Health/Medicine	-	-	1	100.0	-	-	-	-	1	100.0	1
Nursing											
Pharmacy	4	66.7	2	33.3	-	-	-	-	6	100.0	6
Physical Science	6	85.7	1	14.3	-	-	-	-	7	100.0	7
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science	4	80.0	1	20.0	-	-	-	-	5	100.0	5
Writing											
Multi-Arts											
Multi-Social Sciences	3	100.0	-	-	-	-	-	-	3	100.0	3
Multi-Sciences											
Non-Teaching Faculty	8	80.0	2	20.0	2	20.0	-	-	8	80.0	10
Industrial Arts											
Environmental Studies											
Total	61	68.5	28	31.5	4	4.5	3	3.4	82	92.1	89

Appendix Table 10

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Total, State Colleges
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture	1	100.0	-	-	-	-	-	-	1	100.0	1
Architecture	2	50.0	2	50.0	-	-	-	-	4	100.0	4
Biology	26	78.8	7	27.2	3	9.1	1	3.0	29	87.9	33
Business	3	100.0	-	-	1	33.3	-	-	2	66.7	3
Communications	6	85.7	1	14.3	-	-	-	-	7	100.0	7
Computer Science											
Dentistry/Dent. Sci.	2	50.0	2	50.0	-	-	-	-	4	100.0	4
Education	3	100.0	-	-	-	-	-	-	3	100.0	3
Engineering	1	33.3	2	66.7	1	33.3	1	33.3	1	33.3	3
ESL	4	44.4	4	55.6	2	22.2	-	-	7	77.8	9
Fine Arts											
Foreign Languages	1	50.0	1	50.0	-	-	1	50.0	1	50.0	2
Home Economics											
Humanities	-	-	1	100.0	-	-	-	-	1	100.0	1
Law	3	50.0	3	50.0	1	16.7	-	-	5	83.3	6
Letters											
Library Science	7	87.5	1	12.5	-	-	-	-	8	100.0	8
Mathematics	1	50.0	1	50.0	-	-	1	50.0	1	50.0	2
Medicine/Med. Sci.	2	33.3	4	66.7	-	-	-	-	6	100.0	6
Other Health/Medicine	-	-	4	100.0	1	25.0	-	-	3	75.0	4
Nursing											
Pharmacy	8	100.0	-	-	-	-	-	-	8	100.0	8
Physical Science	4	50.0	4	50.0	1	12.5	-	-	7	87.5	8
Psychology	5	100.0	-	-	-	-	1	20.0	4	80.0	5
Public Affairs	-	-	1	100.0	-	-	-	-	1	100.0	1
Reading	-	-	3	100.0	1	33.3	-	-	2	66.7	3
Rehabilitation Science	7	70.0	3	30.0	2	20.0	-	-	8	80.0	10
Social Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Writing	1	33.3	2	66.7	-	-	-	-	3	100.0	3
Multi-Arts	1	50.0	1	50.0	2	100.0	-	-	-	-	2
Multi-Social Sciences	1	100.0	-	-	-	-	-	-	1	100.0	1
Multi-Sciences											
Non-Teaching Faculty	2	100.0	-	-	-	-	-	-	2	100.0	2
Industrial Arts	2	100.0	-	-	-	-	-	-	2	100.0	2
Environmental Studies											
Total	93	65.5	49	34.5	15	10.6	5	3.5	122	85.9	142

Appendix Table 11

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982: Glassboro State College (Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	2	66.7	1	33.3	-	-	-	-	3	100.0	3
Communications	1	100.0	-	-	-	-	-	-	1	100.0	1
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	1	100.0	-	-	-	-	-	-	1	100.0	1
Library Science											
Mathematics	4	80.0	1	20.0	-	-	-	-	5	100.0	5
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	8	80.0	2	20.0	-	-	-	-	10	100.0	10

Appendix Table 12

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH,
SEX, AND RACE/ETHNICITY, FALL 1982:
Jersey City State College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	2	100.0	-	-	-	-	-	-	2	100.0	2
Communications											
Computer Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL	1	100.0	-	-	-	-	-	-	1	100.0	1
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	1	100.0	-	-	-	-	1	100.0	1
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts	1	33.3	2	66.7	-	-	-	-	3	100.0	3
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	5	62.5	3	37.5	-	-	-	-	8	100.0	8

Appendix Table 13

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Kean College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture	1	100.0	-	-	-	-	-	-	1	100.0	1
Biology											
Business	3	100.0	-	-	-	-	-	-	3	100.0	3
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education	1	100.0	-	-	-	-	-	-	1	100.0	1
Engineering											
ESL	-	-	2	100.0	1	50.0	1	50.0	-	-	2
Fine Arts											
Foreign Languages											
Home Economics	1	100.0	-	-	-	-	-	-	1	100.0	1
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.	1	100.0	-	-	-	-	-	-	1	100.0	1
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science	3	100.0	-	-	-	-	-	-	3	100.0	3
Psychology	-	-	1	100.0	-	-	-	-	1	100.0	1
Public Affairs	1	100.0	-	-	-	-	-	-	1	100.0	1
Reading	-	-	2	100.0	-	-	-	-	2	100.0	2
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	11	68.8	5	31.2	1	6.3	1	6.3	14	87.4	16

Appendix Table 14

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Montclair State College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology	-	-	1	100.0	-	-	-	-	1	100.0	1
Business	9	100.0	-	-	2	22.2	1	11.1	6	66.7	9
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education	-	-	1	100.0	-	-	-	-	1	100.0	1
Engineering	1	100.0	-	-	-	-	-	-	1	100.0	1
ESL											
Fine Arts											
Foreign Languages											
Home Economics	-	-	1	100.0	-	-	1	100.0	-	-	1
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.	-	-	1	100.0	-	-	1	100.0	-	-	1
Other Health/Medicine	-	-	1	100.0	-	-	-	-	1	100.0	1
Nursing											
Pharmacy											
Physical Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Psychology	1	50.0	1	50.0	1	50.0	-	-	1	50.0	2
Public Affairs	1	100.0	-	-	-	-	-	-	1	100.0	1
Reading											
Rehabilitation Science	-	-	1	100.0	1	100.0	-	-	-	-	1
Social Science	2	100.0	-	-	1	50.0	-	-	1	50.0	2
Writing											
Multi-Arts											
Multi-Social Sciences	1	50.0	1	50.0	2	100.0	-	-	-	-	2
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	16	66.7	8	33.3	7	29.2	3	12.5	14	58.3	24

Appendix Table 15

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:

Ramapo College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	2	66.7	1	33.3	-	-	-	-	3	100.0	3
Communications	1	100.0	-	-	-	-	-	-	1	100.0	1
Computer Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science	2	100.0	-	-	-	-	-	-	2	100.0	2
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	6	85.7	1	14.3	-	-	-	-	7	100.0	7

Appendix Table 16

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Stockton State College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Business	1	25.0	3	75.0	-	-	-	-	4	100.0	4
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts	1	33.3	2	66.7	1	33.3	-	-	2	66.7	3
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine	1	100.0	-	-	-	-	-	-	1	100.0	1
Nursing											
Pharmacy											
Physical Science	3	100.0	-	-	-	-	-	-	3	100.0	3
Psychology	-	-	1	100.0	-	-	-	-	1	100.0	1
Public Affairs	2	100.0	-	-	-	-	1	50.0	1	50.0	2
Reading											
Rehabilitation Science											
Social Science	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Writing	-	-	1	100.0	-	-	-	-	1	100.0	1
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences	1	100.0	-	-	-	-	-	-	1	100.0	1
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies	1	100.0	-	-	-	-	-	-	1	100.0	1
Total	12	57.1	9	42.9	1	4.8	1	4.8	19	90.4	21

Appendix Table 17

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Trenton State College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	2	66.7	1	33.3	-	--	-	-	3	100.0	3
Communications											
Computer Science	2	100.0	-	-	-	-	-	-	2	100.0	2
Dentistry/Dent. Sci.											
Education	1	100.0	-	-	-	-	-	-	1	100.0	1
Engineering	2	100.0	-	-	-	-	-	-	2	100.0	2
ESL											
Fine Arts	2	50.0	2	50.0	-	-	-	-	4	100.0	4
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine	-	-	1	100.0	-	-	-	-	1	100.0	1
Nursing											
Pharmacy											
Physical Science											
Psychology	1	100.0	-	-	-	-	-	-	1	100.0	1
Public Affairs	1	100.0	-	-	-	-	-	-	1	100.0	1
Reading											
Rehabilitation Science											
Social Science	-	-	1	100.0	1	100.0	-	-	-	-	1
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts	2	100.0	-	-	-	-	-	-	2	100.0	2
Environmental Studies											
Total	14	70.0	6	30.0	1	5.0	-	-	19	95.0	20

Appendix Table 18

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:

William Paterson College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology	1	100.0	-	-	-	-	-	-	1	100.0	1
Business	5	83.3	1	16.7	1	16.7	-	-	5	83.3	6
Communications	2	100.0	-	-	1	50.0	-	-	1	50.0	2
Computer Science	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Dentistry/Dent. Sci.											
Education	-	-	1	100.0	-	-	-	-	1	100.0	1
Engineering											
ESL											
Fine Arts	1	50.0	1	50.0	1	50.0	-	-	1	50.0	2
Foreign Languages											
Home Economics											
Humanities											
Law	-	-	1	100.0	-	-	-	-	1	100.0	1
Letters	1	33.3	2	66.7	1	33.3	-	-	2	66.7	3
Library Science											
Mathematics	3	100.0	-	-	-	-	-	-	3	100.0	3
Medicine/Med. Sci.											
Other Health/Medicine	1	33.3	2	66.7	-	-	-	-	3	100.0	3
Nursing	-	-	3	100.0	1	33.3	-	-	2	66.7	3
Pharmacy											
Physical Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Psychology	2	66.7	1	33.7	-	-	-	-	3	100.0	3
Public Affairs											
Reading	-	-	1	100.0	-	-	-	-	1	100.0	1
Rehabilitation Science											
Social Science	2	66.7	1	33.3	-	-	-	-	3	100.0	3
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies	1	100.0	-	-	-	-	-	-	1	100.0	1
Total	21	58.3	15	41.7	5	13.9	-	-	31	86.1	36

Appendix Table 19

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Total, Community Colleges
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture	1	100.0	-	-	-	-	-	-	1	100.0	1
Architecture											
Biology											
Business	9	47.4	10	52.6	1	5.3	-	-	18	94.7	19
Communications	1	100.0	-	-	-	-	-	-	1	100.0	1
Computer Science	12	70.6	5	29.4	-	-	-	-	17	100.0	17
Dentistry/Dent. Sci.	-	-	2	100.0	-	-	-	-	2	100.0	2
Education	1	50.0	1	50.0	1	50.0	-	-	1	50.0	2
Engineering	5	100.0	-	-	-	-	-	-	5	100.0	5
ESL	1	100.0	-	-	-	-	-	-	1	100.0	1
Fine Arts	1	25.0	3	75.0	2	50.0	-	-	2	50.0	4
Foreign Languages											
Home Economics	-	-	1	100.0	-	-	-	-	1	100.0	1
Humanities											
Law											
Letters	8	47.1	9	52.9	-	-	-	-	17	100.0	17
Library Science	-	-	1	100.0	1	100.0	-	-	-	-	1
Mathematics	4	36.4	7	63.6	-	-	-	-	11	100.0	11
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	12	100.0	-	-	-	-	12	100.0	12
Pharmacy											
Physical Science	2	66.7	1	33.3	-	-	-	-	3	100.0	3
Psychology											
Public Affairs	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Reading	2	28.6	5	71.4	1	14.3	1	14.3	5	71.4	7
Rehabilitation Science	1	33.3	2	66.7	-	-	-	-	3	100.0	3
Social Science											
Writing	1	25.0	3	75.0	1	25.0	-	-	3	75.0	4
Multi-Arts	2	100.0	-	-	1	50.0	-	-	1	50.0	2
Multi-Social Sciences	1	100.0	-	-	-	-	-	-	1	100.0	1
Multi-Sciences	1	100.0	-	-	-	-	-	-	1	100.0	1
Non-Teaching Faculty											
Industrial Arts	2	100.0	-	-	1	50.0	-	-	1	50.0	2
Environmental Studies											
Total	56	47.1	63	52.9	9	8.4	1	0.8	109	91.6	119

Appendix Table 20

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Atlantic Community College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	-	-	1	100.0	-	-	-	-	1	100.0	1
Communications											
Computer Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	1	100.0	-	-	-	-	1	100.0	1
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	-	-	4	100.0	-	-	-	-	4	100.0	4

Appendix Table 21

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH,
SEX, AND RACE/ETHNICITY, FALL 1982:
Bergen Community College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	-	-	2	40.0	-	-	-	-	2	40.0	2
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	3	60.0	-	-	-	-	3	60.0	3
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	-	-	5	100.0	-	-	-	-	5	100.0	5

Appendix Table 22

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982: Brookdale Community College (Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business											
Communications											
Computer Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts	-	-	1	100.0	-	-	-	-	1	100.0	1
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	-	-	1	100.0	-	-	-	-	1	100.0	1
Library Science											
Mathematics	-	-	2	100.0	-	-	-	-	2	100.0	2
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	1	100.0	-	-	-	-	1	100.0	1
Pharmacy											
Physical Science											
Psychology											
Public Affairs	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Reading	-	-	1	100.0	-	-	-	-	1	100.0	1
Rehabilitation Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Social Science											
Writing	1	33.3	2	66.7	1	33.3	-	-	2	66.7	3
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts	1	100.0	-	-	-	-	-	-	1	100.0	1
Environmental Studies											
Total	5	35.7	9	64.3	1	7.1	-	-	13	92.9	14

Appendix Table 23

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH,
SEX, AND RACE/ETHNICITY, FALL 1982:
Burlington County College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	1	100.0	-	-	-	-	-	-	1	100.0	1
Communications											
Computer Science	2	100.0	-	-	-	-	-	-	2	100.0	2
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	-	-	1	100.0	-	-	-	-	1	100.0	1
Library Science											
Mathematics	-	-	1	100.0	-	-	-	-	1	100.0	1
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	3	100.0	-	-	-	-	3	100.0	3
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading	1	100.0	-	-	1	100.0	-	-	-	-	1
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	4	44.4	5	55.6	1	11.1	-	-	8	88.9	9

Appendix Table 24

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Camden County College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business											
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts	-	-	1	100.0	-	-	-	-	1	100.0	1
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	-	-	1	100.0	-	-	-	-	1	100.0	1

Appendix Table 25

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH,
SEX, AND RACE/ETHNICITY, FALL 1982:
Cumberland County College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business											
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	1	100.0	-	-	-	-	1	100.0	1
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	-		1	100.0	-	-	-	-	1	100.0	1

Appendix Table 26

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Essex County College
(Row Percent)

Subject Matter hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business											
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts	1	50.0	1	50.0	2	100.0	-	-	-	-	2
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science	2	100.0	-	-	-	-	-	-	2	100.0	2
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences	1	100.0	-	-	-	-	-	-	1	100.0	1
Multi-Sciences	1	100.0	-	-	-	-	-	-	1	100.0	1
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	5	83.3	1	16.7	2	33.3	-	-	4	66.7	6

Appendix Table 27

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Mercer County Community College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture	1	100.0	-	-	-	-	-	-	1	100.0	1
Biology											
Business											
Communications	1	100.0	-	-	-	-	-	-	1	100.0	1
Computer Science	3	100.0	-	-	-	-	-	-	3	100.0	3
Dentistry/Dent. Sci.											
Education	1	100.0	-	-	1	100.0	-	-	-	-	1
Engineering	1	100.0	-	-	-	-	-	-	1	100.0	1
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science	-	-	1	100.0	1	100.0	-	-	-	-	1
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading	1	50.0	1	50.0	-	-	1	50.0	1	50.0	2
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts	2	100.0	-	-	1	50.0	-	-	1	50.0	2
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	10	83.3	2	16.7	3	25.0	1	8.3	8	66.7	12

Appendix Table 28

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Middlesex County College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	4	57.1	3	42.9	-	-	-	-	7	100.0	7
Communications											
Computer Science	2	66.7	1	33.3	-	-	-	-	3	100.0	3
Dentistry/Dent. Sci.	-	-	2	100.0	-	-	-	-	2	100.0	2
Education	-	-	1	100.0	-	-	-	-	1	100.0	1
Engineering	1	100.0	-	-	-	-	-	-	1	100.0	1
ESL	1	100.0	-	-	-	-	-	-	1	100.0	1
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	4	66.7	2	33.3	-	-	-	-	6	100.0	6
Library Science											
Mathematics	-	-	2	100.0	-	-	-	-	2	100.0	2
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	1	100.0	-	-	-	-	1	100.0	1
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading	-	-	3	100.0	-	-	-	-	3	100.0	3
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	12	44.4	15	55.6	-	-	-	-	27	100.0	27

Appendix Table 29

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
County College of Morris
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	-	-	1	100.0	-	-	-	-	1	100.0	1
Communications											
Computer Science	-	-	3	100.0	-	-	-	-	3	100.0	3
Dentistry/Dent. Sci.											
Education											
Engineering	2	100.0	-	-	-	-	-	-	2	100.0	2
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	2	66.7	1	33.3	-	-	-	-	3	100.0	3
Library Science											
Mathematics	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	5	45.5	6	54.5	-	-	-	-	11	100.0	11

Appendix Table 30

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Ocean County College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	2	66.7	1	33.3	-	-	-	-	3	100.0	3
Communications											
Computer Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	4	66.7	2	33.3	-	-	-	-	6	100.0	6

Appendix Table 31

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Passaic County Community College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	1	50.0	1	50.0	-	-	-	-	2	100.0	2
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics	-	-	1	100.0	-	-	-	-	1	100.0	1
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	1	100.0	-	-	-	-	1	100.0	1
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing	-	-	1	100.0	-	-	-	-	1	100.0	1
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	1	20.0	4	80.0	-	-	-	-	5	100.0	5

Appendix Table 32

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Salem Community College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business											
Communications											
Computer Science											
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters											
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts	1	100.0	-	-	1	100.0	-	-	-	-	1
Environmental Studies											
Total	1	100.0	-	-	1	100.0	-	-	-	-	1

Appendix Table 33

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Somerset County College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	1	100.0	-	-	-	-	-	-	1	100.0	1
Communications											
Computer Science	2	100.0	-	-	-	-	-	-	2	100.0	2
Dentistry/Dent. Sci.											
Education											
Engineering											
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	1	100.0	-	-	-	-	-	-	1	100.0	1
Library Science											
Mathematics											
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing	-	-	1	100.0	-	-	-	-	1	100.0	1
Pharmacy											
Physical Science											
Psychology											
Public Affairs											
Reading											
Rehabilitation Science											
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	4	80.0	1	20.0	-	-	-	-	5	100.0	5

Appendix Table 34

TOTAL FACULTY NEW HIRES BY SUBJECT MATTER HIRED TO TEACH, SEX, AND RACE/ETHNICITY, FALL 1982:
Union County College
(Row Percent)

Subject Matter Hired to Teach	SEX				RACE/ETHNICITY						Total
	Men		Women		Black		Hispanic		White/Oth		
	#	%	#	%	#	%	#	%	#	%	
Agriculture											
Architecture											
Biology											
Business	-	-	1	100.0	1	100.0	-	-	-	-	1
Communications											
Computer Science	1	100.0	-	-	-	-	-	-	1	100.0	1
Dentistry/Dent. Sci.											
Education											
Engineering	1	100.0	-	-	-	-	-	-	1	100.0	1
ESL											
Fine Arts											
Foreign Languages											
Home Economics											
Humanities											
Law											
Letters	-	-	3	100.0	-	-	-	-	3	100.0	3
Library Science											
Mathematics	3	66.7	1	33.3	-	-	-	-	4	100.0	4
Medicine/Med. Sci.											
Other Health/Medicine											
Nursing											
Pharmacy											
Physical Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Psychology											
Public Affairs											
Reading											
Rehabilitation Science	-	-	1	100.0	-	-	-	-	1	100.0	1
Social Science											
Writing											
Multi-Arts											
Multi-Social Sciences											
Multi-Sciences											
Non-Teaching Faculty											
Industrial Arts											
Environmental Studies											
Total	5	41.7	7	58.3	1	8.3	-	-	11	91.7	12